

18 February 1987
OCA 87-0549

MEMORANDUM FOR THE RECORD

FROM: [redacted] Legislation Division
Office of Congressional Affairs

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SUBJECT: HPSCI Staff Briefing on New Personnel System

HPSCI PARTICIPANTS

Steve Nelson
Michael O'Neil
Bernard Raimo
Duane Andrews
Thomas Latimer

CIA PARTICIPANTS

Ted Price, D/OP
[redacted] OP
[redacted] Comptroller's Office
[redacted]

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1. On 18 February, the above mentioned Agency participants met with the HPSCI staff to brief them on the proposal being made on reorganizing the Agency personnel system. [redacted] provided an explanation of why the Agency is looking at a new personnel system. [redacted] stated that in the long run prospects for recruiting and retaining top quality people was not good. He also stated that there was concern that the pool of young people from which the Agency would draw was being reduced due to demographic changes in the population. Mr. [redacted] stated that we needed to remain competitive with the private sector.

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2. [redacted] stated that in developing the new personnel system, the Agency is looking at new forms of compensation, pay for performance, and a new career development system with separate tracks for "experts" and "managers." [redacted] than listed a series of teams that have been organized within the Agency to study a new personnel system. These teams include a jobs analysis group, total compensation group, performance appraisal group, automation group, training group and communication team.

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3. [redacted] also stated that the Agency had formed 22 occupational panels to provide feedback on the design of the new personnel system. He stated that a private contractor had been engaged to help in the formulation of a new personnel system. [redacted] stated that the new personnel system would be presented in draft form to the employees for comment and that based on the comment the plan would be modified and then sent forward for approval. [redacted] stated that ADP and case officer employees would be covered first by the plan and that other employees would follow later.

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